

The Problem: YOU CAN'T BE WHAT YOU CAN'T SEE

As of September 2021, 98.5 per cent of Victorian apprentice plumbers (10,010) were men, compared with 1.5 per cent (148) women. Of 30,146 qualified and registered plumbers, only 103, or 0.35 per cent, are women.

The Solution:

Celebrate role models that girls can look up to.



LIL – 39
FIRE SPRINKLER BY TRADE

"I decided to become a tradie, I was working as a screen printer and I loved working with my hands and I wanted to do something that involved that and paid well. I break the bias around women in construction by being visible, I am now working in underground mining, there are very few women in Underground Mining, I had done a trade and now I want to take up the challenge in a new way."

Lil has been a Union member for 15 years and has been a role model for so many women coming into our industry. Lil was one of the first Plumbers Union QLD Women in Plumbing Program participants in 2009 and has been said to be one of the BEST SPRINKLER FITTERS of her class and out on the tools. Thank you for inspiring us to take up the challenge to become a tradie, for supporting the Union and the PPTU women members, we are very grateful to have you in our Union and in our Industry.

STACEY – 26 – MECHANICAL PLUMBER WINNER OF THE BEST 3RD YEAR APPRENTICE 2022

Stacey has completed her Certificate III in Mechanical Plumbing working with Thermal Group through to her completion. Stacey has demonstrated great commitment and passion for her trade over the last 4 years, she produces excellent work and doesn't shy away from a challenge. Stacey is currently studying at university and completing her drainage block at STC, allowing for dual trade. Stacey is an advocate for the Union movement and women in construction.

CHANELLE – 33
FIRE SPRINKLER FITTER
APPRENTICE



"I wanted to do a trade to continue learning, I was in the fire industry and I wanted to extend my knowledge by doing the trade and have all the knowledge moving forward. I love that every day is different, I am currently going to Trade School at PICAC in Beenleigh."

Chanelle has been a Union Member for 1 year, currently completed her Certificate III in Fire Sprinkler Fitter apprenticeship with Fire Industry Training. Chanelle not only works on the tools and studies hard but helps run the business Diligent Fire. Chanelle has demonstrated such dedication to her industry and the union from day 1. Last year we sent Chanelle to the WIMDOI Conference 2022 in Canberra, where she was able to experience the Union movement in a whole new way. Chanelle has been involved in Speed Career with the National Association of Women in Construction QLD, where she was able to speak to young women in grade 10-12 about our industry. Thank you for being such an inspiration to women, for putting your hand up to represent and for just being you.



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RIAN – 35

PPTEU PROJECT AND PROGRAMS MANAGER – WOMEN'S OFFICER



"My whole career has been focused on improving and progressing our Industry. It is an absolute honor to represent the women in our trades and I am dedicated to seeing more and more progression within our Union and the construction industry. My goal is to empower, support and to inspire courage in women to stand up, speak out and be seen in our industry. I hope to address the issues around retention of female trades women in the construction industry through all avenues I can."

of industry bodies and unions focusing on women in construction and holds positions that give women a voice and access to opportunity and equality.

- Services Trades College Director
- PPTEU Women – Lead Union Officer
- PPTEU Youth Crew – Lead Union Officer
- Queensland Women in Construction Industry Advisory Committee – Chair
- QCU Women's Committee – Committee Member
- NAWIC – Women on Tools Committee – Secretary and Committee Member

Rian has worked in the Plumbing Industry for over 13 years, 8 of those with the PPTEU QLD, through out her time in industry she has implemented programs, strategies and supported the Union and members through training, programs, initiatives, funding and more. The PPTEU Women's was started in January 2022 by Rian and we hope that through this avenue we will be able to continue to improve, empower, and connect with our members in a new way. If you haven't connected with Rian yet, please reach out and get connected. Rian currently works with a number

The PPTEU QLD has identified the need to focus on women in construction and will continue to engage with the membership and industry on how we can support women in their fight for respect, equality and equity.

SHARI – 28

APPRENTICE CO-ORDINATOR



"Our female members deserve a Union that makes space for them, supports them, and advocates for them. I'm glad to be able to assist our team in building the PPTEU Women's

Program and I look forward to seeing the ways we can better empower women in our industry into the future."

Shari has worked for the Plumbing and Pipe Trades Employees Union Qld for 9 years, starting in membership and communications, and assists in many of the Unions core functions.

Jennifer Siebel Newsom's 2011 Sundance documentary Miss Representation features insights from many great minds about why women are under-represented in positions of power and influence. One of the most striking quotes in the film comes from Marian Wright Edelman, Founder and President of the Children's Defense Fund: "You can't be what you can't see."

Though hyperbolic, Edelman's quote touches on a key barrier to women in the construction industry: a dearth of strong role models. Without other women to look up to, many young women are self-selecting out of a trade before they even really give it a chance.